



Framework for Inclusion of Gender Amenities in Development Plan



BrihanMumbai Municipal Corporation



ACG (Advisory Committee on Gender)

The Advisory Committee on Gender (ACG) headed by Ms. Chandra Iyengar, retd. IAS consists of 6 expert members from the field of Gender mainstreaming, Urban Planning, Law, Communication, Architecture and Academia and is formed under the A.C.Planning Department of the BMC. ACG's role is to ensure the implementation of gender-based reservations work in BMC. The gender-related reservations consist of Multipurpose Housing, Aadhar Kendra with skill development centre, Student housing, Care Centres, Public Convenience Blocks, Market reservations, etc. Other roles consist of facilitating partnership and collaboration between civil society members/organization and BMC, bringing in innovation in the implementation and creation of gender sensitive urban spaces, seeking finances through MCGM/ Corporator/ CSR funding for gender related activities and promoting participatory planning process.



MCMCR (MCGM Centre for Municipal Capacity Building and Research)

MCMCR is an initiative by the Brihanmumbai Municipal Corporation (BMC). The Urban Development Department of Government of Maharashtra has approved MCMCR institute as a Nodal Agency to provide capacity building , consultancy services & undertaking practical research for the Urban Local Bodies and also to prepare Development Plan of the Municipal Corporations, .

UIIC (Urban Ideation & Implementation Cell) under MCMCR

UIIC has been set up under MCMCR with the objective of bridging the gap between MCMCR's role in the delivery of capacity building programmes, consultancies and publications and taking forward certain critical aspects of MCGM's own priorities. It is to assist the MCMCR in conceptual aspects of its publications, its capacity building modules and stakeholder consultations within several facets of urban and regional planning, transport planning, environmental planning, urban design and urban policy.

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FOREWORD



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The Framework for Inclusion of Gender Amenities in the Development Plan is a part of the work undertaken by the BMC to take the baton of best practice in Gender inclusion forward to the other million-plus cities. The Mumbai Development Plan 2034 for the first time recognized that women experience cities differently and that Gender as an important aspect in city planning. It felt the need to look into the various aspects for its inclusivity to improve their workforce participation. Various Gender related reservations to facilitate improved women's representation in economic activities were introduced in the Plan.

An Advisory Committee on Gender under the Planning Department of BMC consisting of professionals with gender sensitivity within their fields - architect, urban planner, gender expert, academician, communication and legal expert has been formed to ensure the implementation of the reservations under Development Plan.

A five prong method has been followed to ensure the complete cycle of the process, namely; conceptualisation, consultation, participation, implementation, and dissemination.

Gender inclusion is the need of the hour and also an important indicator in the SDG goals and it is necessary to take this effort to the other cities of the Maharashtra State and the Centre, so that a truly robust mechanism of gender inclusion is introduced in all the million-plus cities of the State and Nation.

This report consists of 4 chapters. A graphical summary communicates the need for planning for Gender inclusion in the first chapter, the second chapter takes one through the Mumbai DP process, the third chapter assesses the guidelines related to Gender reservations, and the fourth chapter proposes the amenity norms to be included in the Development Plan the need for a policy and its content.

I am so happy to be part of this process and hope that many more cities identify the critical factor that will transform women's lives and include them in the planning process of cities to truly work towards building a gender equal world

A handwritten signature in black ink, appearing to read 'Chandra Iyengar'.

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PART 1 PLANNING FOR GENDER INCLUSION

Sustainable Development Goals (SDGs) set forth by the United Nations pertain to women in some way or the other but two of them specifically address the intersection of gender and urban life. SDG 5 ‘aims to eliminate all forms of discrimination and violence against women in the public and private spheres and to undertake reforms to give women equal rights to economic resources and access to ownership of property’ (UN, 2015). SDG 11, which was a first for the UN too, aims to ‘Make cities inclusive, safe, resilient and sustainable’.

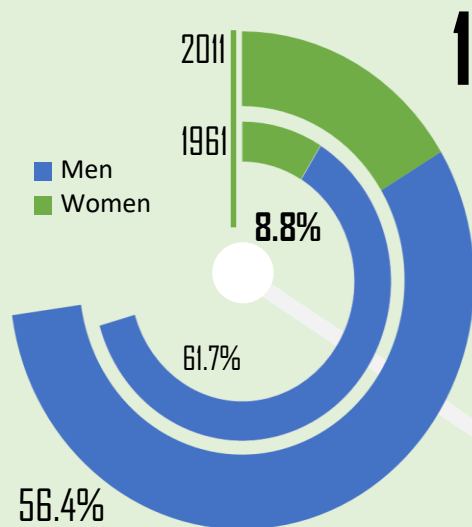
Gender mainstreaming in the city plans is a step towards attaining the SDG goals and a most important one towards inclusivity in the local development. Mumbai Development Plan recognised this need, developed the concept through a systematic process and introduced a basket of amenities towards achieving this goal of gender inclusion by including a chapter in the Development Plan and made amenity reservations in the plan.

If implemented with commitment and conviction, Mumbai could help the city attain SDGs and chart out a new path for women in cities across India. With this aim, the process of Gender inclusion in the Mumbai Development has been documented to guide other cities to seek guidance for planning in their own cities.

The following pages graphically explains the Mumbai effort in identifying the need, objectives, beneficiaries and forming partner institutions to achieve the objectives:

PART 1 SUMMARY

Inclusion of Gender Amenities in Development Plan



16.4% Women Work Force Participation is observed in Greater Mumbai

Women, whether low-wage employees, such as those employed in household assistance or vendors or those who work in offices need access to housing and public transport between places of residence and work. Those that have children need support systems that take care of their children so that they can go to work. Those that work in the informal sector or have capabilities to produce goods need access to markets. Households, where women are sole providers, specially require a basket of assistance through support services.



To make women a much larger proportion of Mumbai's work force by providing opportunities that enhance their happy experience of working, living and availing amenities which facilitate her to work in the city.

Objectives



Identifying MCGM plots for easy implementation,



Budgeting



Advisory Committee on Gender to conceptualize and to monitor the implementation



Designing to ensure that principals are followed



Policy preparation to guide its operation, maintenance





Target Beneficiaries

 Living options for migrant women	 Women willing to work balancing their duties towards their families	 Destitute women	 Women who need short term stay options	 Women in distress
 Single parent women	 Women with children	 Women willing to take up skill development	 Old women	 Women Vendor

Key Implementation Partners

Corporation	Selected organization	AC Planning	ACG	UDD – GoM	UDD – GoM	All corporations
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Progress towards the Objectives

	Working Women Housing		Old Age Homes
	Care Centres		Adhaar Kendra with skill development

... are being constructed by BMC in the city.



Inclusion of Gender chapter in D.P. report, proposed reservations and inclusion in the DCPR and implementing it through its inclusion in Gender budget becomes an

irreversible process.



Government resolution for **replicating** in other cities of Maharashtra, capacity building module handbook/ digital information to guide other cities, digital outreach, etc.

PART 2 MUMBAI D.P. 2034 RESERVATIONS

Excerpts from chapter of Report on Draft Development Plan (RDDP) 2034- ‘Gender, Special Groups and Social Equity’

A city is home to the most diverse group of stakeholders with varied socio-economic conditions. Each has a set of necessities that may be different from the others. A city, therefore, cannot be planned with any single group in mind or merely keep in sight the imaginary average citizen; it requires reaching out to accommodate the needs of all groups that contribute or have contributed or wish to contribute to the good of the city. Populations hence must be broken down into segments and services customised to satisfy their requirements. It is true that city customization is difficult and some of the peculiar needs of different groups may even be adversarial. However, the ideal city, without ignoring the needs of any group, would try to arrive at the largest synergy possible and the best provisioning of needs that can be skillfully managed. It is only then that a city can be branded as inclusive.

Gender Reservations

Women are one among the multiple sets of citizens that require particular consideration. Research and empirical evidence have resoundingly proven that assumed gender disparities in mind and body that got entrenched over time in custom and law will not stand scrutiny in an environment of equal opportunity. For a city, providing such equality of opportunity to women is not merely a matter of social justice. It is also a question of empowerment, national development and Mumbai’s economic salubrity.

The RDDP 2034 proposes a departure from gender blindness to gender mainstreaming in the Development Plan. In the area of the needs of women, some of their outstanding issues have been highlighted over a longish period of time. Many of these are linked to the provision of space and hence to the Development Plan.

Women, whether low-wage employees, such as those employed in household assistance or vendors or those who work in offices need access to housing and public transport between places of residence and work. Those that have children need support systems that take care of their children so that they can go to work. Those that work in the informal sector or have capabilities to produce goods need access to markets. Households, where women are sole providers, specially require a basket of assistance through support services.

It could be said with some pride that despite some aberrations, Mumbai has been the most gender-friendly city in the country. Positions, however, in the torrent of time, are likely to get dissipated with speed, if not fortified by fresh initiatives. The RDDP 2034 recognizes this and a number of proposals are sought to be injected to radically enhance women's participation in the city's economy and improve the lives of Mumbai women.

The work force in Greater Mumbai has shown an increase in the participation of women, up from 8.81 % in 1961 to 16.38 % in 2011. This, however, is much lower than the men, standing at 56.38% in 2011. The RDDP 2034 proposes to make significant contributions in correcting this imbalance.

Among the reasons making the participation of women difficult is lack of housing for single women, cost of housing, limited care facilities for children of married women and single mothers, lack of skills, market/vending space and training facilities for informal sector women workers, lack of public conveniences and adequate transport.

The overall objective is to make women a much larger proportion of Mumbai's workforce by providing opportunities that enhance their happy experience of working and living in Mumbai. The DP proposes to do this by filling some of the spatial gaps.

The RDDP 2034 recognizes that there is commonality in many of the needs of women and men. However, in several others, women use the city and its services/amenities differently. Women, therefore, have to have their own space in the city and many services need to be customised to suit their requirements. The RDDP 2034 proposes accordingly to move towards a plan that is more equitable, more receptive and endowed with greater opportunities for women. For the first time, it is proposed to put the DP through some serious gendering.

In this context, the RDDP 2034 has the following objectives:

1. More young women should join the Mumbai workforce, gradually equaling the number of men
2. They should have the option to live and work independently
3. Such women should be able to locate secure residential foothold so that their enjoyment of employment and the city is enhanced
4. Married women with small children should be able to go to work.
5. To promote their independent functioning, the city should provide child care centers to take care of their children
6. Women who work in the informal sector should have the same freedom to work and live independently and be supported by spatial provisions
7. The city should enable the acquisition of skills by women through capacity building avenues
8. Elderly women, without shelter, should be provided residence and services
9. So should women who need special assistance due to domestic violence and other trauma
10. The City should provide a host of services for the achievement of the cited objectives

In order to attain the above objectives, the RDDP 2034 has introduced new legends for reservations and separated gender requirements from the basket of general social amenities, lest gender

needs get drowned in the pool of other social provisions. However, within each of these

legends and consequent space allocations, the key is to promote multiple functionality so that a basket of choices is available. These provisions are :

1. Karyarat Mahila Bhavan (Multipurpose Housing for Working Women)

‘Multipurpose’ in MHWW specifically refers to various categories of women and in different types of needs, who come to the city to work and need affordable living options for long and short duration. ‘Housing for Working Women’ refers to the ‘Housing’ and not Hostels here. This would comprise various rooms on rent - single and double rooms, dormitories, studio apartments, guest rooms, overnight stay rooms for women who travel to the city for work or women in emergency/ distress. The multiple services reserved under RDDP 2034 hopes to provide a spectrum of amenities for working women in the city keeping the ward requirement in mind. The space would ideally include a counselling centre, conference rooms and multi-purpose halls.

2. Housing for Women

The RDDP 2034 lays emphasis on affordable housing. Some of such housing is proposed to be specifically marked for single women and women-headed families. Similarly, RDDP 2034 lays great store on rental housing and proposes a rental housing percentage out of affordable housing stock. Some of these are proposed to be such housing only for women.

3. Neighborhood Care Center

The rising workforce participation rate and trend of nuclear families has created new challenges in the upbringing of children, especially in metropolitan cities. To support the culture of providing equal job opportunities for women in all fields, it is essential that the responsibility of raising a child is shared equally between both the parents. Nuclear families where both the parents are working has created a need to seek for a safe environment for children to stay during the daytime.

A Neighbourhood Care Center would be a multi-purpose centre, with space for child care facilities, reading room facilities for girls. It can be a stand alone with the child care facility on the ground floor or ground level area in residential housing spaces.

A Care Centre with skilled caretakers could ensure a safe and healthy environment for children with equal treatment to all, social and mental growth, timely eating habits and nutritious food intake. A safe and reliable Care Centre would play a crucial role in filling this gap of providing a caring family structure to a child and support to young parents, right from childhood.

4. Mahila Sahakarya Kendra (Adhar Kendra with skill development)

In a first, the RDDP 2034 has made provision for Adhar Kendra with skill development centres in the city to stock products and provide working space for Self Help Groups in the city. On a national level, the Government of India has been emphasising imparting training for skills. Some of the skills required in a city are best provided by women. At the same time women have shown the ability to transcend traditional barriers and prove themselves in fresh employment and entrepreneurial areas. The RDDP 2034 recognizes this and has attempted to provide space for women skill centres with tailor-made courses within the Adhar Kendra.

The RDDP 2034 looks at an Adhar Kendra performing several functions. It would be designed to stock products made by SHG (Self Help Groups) women. The Kendras would also provide skilled-workers for services. In addition, these centres will have multi- purpose halls, which could also be used for entrepreneurial training to SHGs. Some Adhar Kendras would also serve as support to women that have faced violence at home and work place. Attempts have been made to locate the amenity in areas, which provide sufficient footfall, preferably around markets and railway stations and on the main roads to ensure visibility.

5. Old Age Homes

While India exults in being one of the youngest nations on the globe, this may not afford it comfort for too long. Linear calculation (see table below) for Mumbai reveals that the city would be home to 1.5 to 1.9 million persons above the age of 60.

Table 22.1: Older Persons Population, Greater Mumbai

YEAR	PROJECTED TOTAL POPULATION (MILLION)	60+ POPULATION in 2021 (MILLION)	PERCENT
2021	12.79	1.5	12
2031	11.91	1.8	15.5
2034	11.40	1.9	17

Source: National Policy on Older Persons, 1999

The oddity in the situation is that while economic development has added to the ability of people to live longer lives, the fact that they will live in cities does not inspire confidence about the well-being of the old. Cities appear to be unkind to the old, and the mega cities seem to be even less kind. The RDDP 2034 proposes to address this issue partly by the provision of old age homes combined with the provision of geriatric care centres within such homes. Some of these would be earmarked for elderly women.

Markets in some cities in the developed world are providing a wide range of services to encourage the old to achieve 'active ageing'. These services can be a considerable market and can supplement the efforts of the City in making Greater Mumbai 'age- friendly'.

6. Vending area reservations for Women

The RDDP 2034 has taken cognizance of the Street Vendors Act and the DCRs have been drafted specifically to facilitate hawking in the city. It is also proposed that spaces will be created within markets for hawking by women that could serve as outlets for goods produced by the SHGs.

7. Homeless Shelters

The RDDP 2034 proposes that at least 10 % of homeless shelters provided in the city would be for women.

8. Public Toilets for Women

The RDDP 2034 proposes to provide as many public convenience blocks as possible in every ward. These blocks would have general public toilets and some exclusive toilet blocks for women, designed differently to cater for gender. This would comprise toilet blocks and drinking water facility at the ground level with another floor built to provide changing room and resting space for naka and domestic workers, as well as drinking water facilities.

PART 3 ASSESSMENT OF GUIDELINES RELATED TO GENDER RESERVATION

The following chapter gives a comparative overview after an in-depth study of different national, international and city level planning guidelines for different gender related social amenities taken into consideration. The guidelines suggest parameters like city/cluster population, land requirements, per person area provision, etc which are taken into account while planning the social amenities. The study also considers reservations in Mumbai RDDP 2034 since it is the first Indian city to have land reservations for these amenities in the development plan.

The subsequent study is then used to develop a recommendation which can be scalable to other cities within the state. However, considering the diverse nature of our cities, it should be noted that the recommended guidelines should be scalable but with room for contextualising as per the city's need.

1. Karyarat Mahila Kendra (Multipurpose Housing for Working Women)

Multipurpose Working Women's Hostel				
Sr. No	Reference Guideline	Population Specific Requirement	Area Requirement per person Min.	Land area Requirement min.
1	Mumbai RDDP 2034	1. 1 for every 2.5lac population 2. At Least one MHWW in each Administrative Ward	35 sq mt/ per person (as per implementation of MHWW in PS ward)	1000 sqm
2	URDPFI (Women Hostels)	1 for 10 lac population	-	1000 sqm

3	Scheme for Working Women' Hostel, Ministry of Women and Child Development		<ul style="list-style-type: none"> - Single Room without a bathroom 8-9 sq.mt. per resident - Double Room without bathroom 7.5-8 sq. mt. per resident - Three-seater Room 7-7.5 sq. mt. per resident - Dormitory 6-6.5 sq.mt. per resident 	
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In Mumbai RDDP 2034, there are 32 reservations for MHWW with at least 1 in each of the 24 wards. Preferably, plot sizes of 1000 sqm have been proposed which are located in areas where commercial, office establishments and/or institutions of higher learning exist or are proposed.

The URDPFI suggests population as a base for planning the Women's Hostels. However, this criteria may not cater city specific needs. It would be beneficial to consider working women population data or similar data available with the urban local bodies to understand the demand for working women's hostels.

The scheme for Working Women Hostel, Ministry of Women and Child Development recommends a range of per person space- from 6 sqm to 9 sqm- based on room occupancy. The detailed report also gives other planning and design requirements.

*From the above study, an average of **8 sqm** (excluding toilets, dining, kitchen common room, etc) of area can be considered for MHWW. In order to cater to the working population, cities can consider the working or overall women population (in case working women population data is not available) of the city and plan the amenities accordingly.*

2. Neighbourhood Care Center

Neighbourhood Care Center				
Sr. No	Reference Guideline	Population specific requirement	Area requirement per person min.	Land area requirement min
1	Mumbai RDDP 2034	At Least one in each Administrative Ward	3.48 sq mt per person (<i>as per implementation of CC in S ward</i>)	500 sqm
2	URDPFI - (<i>Anganwadi - Housing area/ cluster</i>)	1 for every 5000 population	-	200-300 sqm
3	National Minimum Guidelines for Setting Up and Running Crèches under Maternity Benefit Act 2017 (MCGM Draft Policy for Care center- pg 15)		10-12 sq. ft. (1.12 sqm) per child	
4	Neufert (Child daycare centres)	<ul style="list-style-type: none"> - Creche (8 months to 3 years) - Kindergarten (from 3 years to school age) - Children after school care centre (6 to 15 yrs) 	Creche - 2-3 sq m floor space/child (babies, crawlers and toddlers) Kindergarten - 1.5 - 3 sq m floor space/child. After - school care centre - 1.5-4 m 2 floor space/child.	

The Mumbai RDDP 2034 has made provisions for Neighbourhood Care Centre in every electoral ward and has provided them mostly on municipal owned plots in residential areas. There are a total of 115 reservations for neighbourhood care centers across the city, with at least one center of 500 sq. m in every administrative ward. Some of these reservations are combined with other social amenities like MHWW or old age homes.

On a national level, the URDPFI offers population based planning guidelines for Anganwadis in Housing areas or clusters. Although the Anganwadis are planned for purposes more than child care, a similarity can be drawn for deriving planning standards. Census data on children population between ages 0-15 yrs can also be used to determine facility requirements.

India also has a National Minimum Guidelines for Setting Up and Running Crèches under Maternity Benefit Act 2017 which details out space requirements and regulatory guidelines for operating of creches.

*Conclusively, it can be feasible to consider an area of **2.5 sqm** per child (excluding toilet, pantry, etc) for planning a care centre and consider children population as per census data available.*

3. Mahila Sahakarya Kendra (Adhar Kendra with skill development)

Currently there are no parallel policies or standards with reference to the Mahila Sahakarya Kendra. There are national level policies to regulate the working and operations of Self Help Groups, but there is a lack of standardised guidelines for spatial requirements.

Based on primary study, the area required will be added later.

Adhaar Kendra with skill development				
Sr. No.	Reference Guideline	Population specific Requirement	Area requirement per person min.	Land area requirement min.
1	Training + Manufacturing	110	2.75	300
2	Sales	30 Mahila Bachat Gat	6 per group	200
3	Research + Training	55	2.75	150

The Mumbai RDDP 2034 proposes a total of 46 plots for Adhar kendras with plots of around 500 sq m in size as independent or as multiple reservations along with other compatible amenities such as MHWW/ CC/ OAH. The plots are divided into 4 functions of Adhaar Kendra's namely; Training, sales, manufacturing and research/ incubation. Each function demands different area requirements and caters to different patterns of working.

4. Old Age homes

Neighbourhood Care Center				
Sr. No.	Reference Guideline	Population Specific Requirement	Area Requirement per person min.	Land area Requirement min.
1	Mumbai RDDP 2034	<i>At Least one in each Administrative Ward</i>	27.94 sq mt/ per person (as per implementation of Old age home in PS ward)	-
2	URDPFI	1 for every 5 lakh population	-	Max. 1000 sqm, subject to availability of land
3	Atal Vayo Abhyuday Yojana (AVYAY)	-	<ul style="list-style-type: none"> - 7.5 sqm area of bedroom/dormitory per resident. - 12 sqm living area or carpet area per resident - hygienic toilet and bath facilities at one per 10 residents 	
4	Neufert Old People Housing	Old people Housing - self-contained flats or apartments Sheltered housing (Group of flats)	Old people Housing - 25-35 sq m for one person and 45 to 55 sq m for two people Sheltered housing each >=20 sq m	

With a mission to make Mumbai age and gender inclusive, the RDDP 2034 includes reservations for old age homes. The RDDP 2034 proposes 20 Old Age Homes across the

city with 1000 sqm plots, preferably near hospitals and gardens. It proposes that these homes would be equipped with Geriatric Day Care Centres. Some of these would be earmarked for elderly women.

The URDPFI guidelines provide a population specific requirement for planning an old age home. To get a more specific idea for the facility requirements, it is suggested to consider city wise census data on population above age 60 and other relevant data.

On a national level, India had policies and guidelines to help cities plan for the ageing population. The Atal Vayo Abhyuday Yojana recommends a range of room area from 7.5 sqm to 12 sqm per person based on activity and also other amenity areas required in such facilities.

*As a takeaway, it can be appropriate to consider **7.5 sqm** area per person (excluding toilets, dining, kitchen common room, etc) for the design of an old age home and consider city specific census data for 60+ age population. Minimum **10%** of the total capacity can be reserved for women.*

5. Vending areas for Women

On the national level, The Street Vendors (Protection Of Livelihood And Regulation Of Street Vending) Act, 2014 recognises vending as a legal right to livelihood and aims to protect the rights of vendors as workers. Although the act provides a legislative framework for legalising vendors in the city, it doesn't provide consideration for protection of women vendors. The Mumbai RDDP 2034 has mentioned reserving areas for women vendors in the market areas.

*Based on primary case study, **1m x 1m pitch** size can be taken for one vendor. Furthermore, **10% of the total market area for women** should be considered for development.*

6. Homeless Shelters

Homeless shelters				
Sr. No	Reference Guideline	Population specific requirement	Area requirement per person min.	Land area requirement min.
1	Mumbai RDDP 2034	<ul style="list-style-type: none"> - Approx. 1 for every 10 lac population - At Least one in each Administrative Ward 	Due to land constraint, Mumbai has to contextually derive its own norm as per pattern of homeless people	-
2	URDPFI (Night shelters)	1 for 10 lac population		1000 sqm
3	Scheme of Shelters for Urban Homeless 2013	1 for 1 lac population, with capacity of 100 persons	50 sq ft.	1000 sqm

The city has considered census data on the homeless population and has set a goal of 125 shelters as a minimum target to be achieved, out of which 41 reservations are marked in the RDDP 2034.

The URDPFI gives a blanket population based guideline. This may not reflect the actual homeless population in an urban area.

India has a Scheme of Shelters for Urban Homeless (SUH), which is a component of the National Urban Livelihoods Mission (NULM). It provides guidelines for developing shelters for homeless persons. It states a per person area requirement of 50 sq.ft. (4.6 sqm).

*Overall, **5 sqm** per person area as suggested in Scheme of Shelters for Urban Homeless, National Urban Livelihood Mission can be considered while developing such facilities while considering census of homeless population as a base for planning . Whereas, minimum 10% of the total capacity can be reserved for women.*

7. Student Hostels

Students Hostel				
Sr. No	Reference guideline	Population specific requirement	Area requirement per person min.	Land area requirement Min.
1	Mumbai RDDP 2034	Not given	Not given	1000 sqm
2	Neufert	Not given	3.1 sqm dormitory floor area per person	Based on requirement

The Mumbai RDDP 2034 has proposed 30 reservations for students' hostels. Depending on the size of the plots to be developed as Student Hostels, it is recommended to accommodate both girls and boys hostels within the same plot separated by two individual structures or having two separate wings. In case the plot size is restricted, preference should be given to the girl's hostel for promoting education of the girl child.

*As there isn't any relevant national policy for student hostels, case studies of already developed hostels in Mumbai are considered to assess the area requirement. Based on the case studies, a final figure of **8 sqm** (excluding toilets, dining, kitchen common room, etc) has been arrived at.*

PART 4: RECOMMENDATION ON AMENITY NORMS AND POLICY CONTENTS

This chapter can be considered as the recommended guiding measures towards adopting gender inclusion in the planning process and further implementing the same through a policy. Below are the area Norms established for introducing gender and social equity related social amenities in the Development plans for other million plus cities and also recommendation on the policy intervention contents.

1. Norms for Gender and social equity related social amenities

Sr. No.	Social Amenities	Area requirement range per person (sqm)
1	Multipurpose Housing for working women (MHWW)	8 sq.m (excluding toilets, dining, kitchen common room, etc)
2	Care centre (CC)	2.5 sq.m (excluding toilet, pantry, etc)
3	Adhaar kendra with skill development	5 sq.m (without activity area covering Training, Sales, Production, Research)
4	Old age homes	7.5 sq.m (excluding toilets, dining, kitchen common room, etc) as per space availability. Min 10% of the total capacity can be reserved for women
5	Vending zones in Market areas	1m x 1m pitch size 10% of the total market area for women
6	Homeless shelter for women	5 sq.m Min 10% of the total capacity reserved for women
7	Students hostels for girls	8 sq.m (excluding toilets, dining, kitchen common room). Preference to be given for women's hostels.

2. Policy contents

As a further step towards completion of this process of mainstreaming gender into the urban development discourse, it is necessary to look into the implementation aspects of design, policy, agency selection process for the amenity building operations and maintenance. For this, the Planning agency has to consider all stakeholders from the urban local body (ULB) with its user department, gender and women's groups, implementation agency, local leaders, political parties, land or real estate lobby, contractors, etc.

The actual day-to-day management of this gender-friendly infrastructure would need a new set-up within the ULB along with new partnerships to design, operate, maintain, monitor, upgrade, etc. The partnerships could be established within the ULBs by forming a separate department or through an appointed independent agency which has the appropriate domain knowledge.

BMC formed an Advisory Committee on Gender under its Assistant Planning Department, to implement the reservations as envisioned in its original spirit and also to monitor the process as also to bring in innovation. The first task undertaken by the ACG was to draft the various Policies for each amenity reservation in order to guide the process of design, implement, upgrade and maintain the services. Following aspects of the policy guidelines were given special attention in Mumbai case and needs to be considered for other cities as well:

1. Adopt a gender friendly design lens and to consider socially cohesive, comfortable and engaging aspects in the spatial layout.
2. Programmatically ensure the inclusion of different women status types and introduce city centric employment operation nature conducive norms.
3. Develop agency selection criteria considering the dynamic nature of the city
4. Consider monitoring through a committee to ensure smooth and effective functioning.

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